

## DISC REFERENCE GUIDE

Behavior Style	People with this style have a difficult time in...	Communication with people having this style:	Ideal environments for this style:	Job Tips
<b>High D</b> Direct Forceful Bold	...situations where they can't express themselves. ...controlled environments. ...people without opinions.	Be clear. Don't be intimidated. <b>Get to the point.</b>	Competitive. Results-oriented. Opportunities to lead.	<b>Results-focused</b> job.
<b>Low D</b> Cooperative Agreeable Peaceful	...anger-charged situations. ...competitive projects and programs.	Connect personally. Ask questions. Stay calm.	Collaborative. Low conflict.	Jobs with <b>little confrontation</b> .
<b>High I</b> Talkative Sociable Enthusiastic	...lecture-based classes. ...being alone too long. ...impersonal, business-like instruction.	Be <b>friendly</b> . Act enthusiastic. Speak warmly.	Friendly. Group projects. Class discussions.	Must work with <b>people</b> .
<b>Low I</b> Reserved Reflective Listens	...facilitating groups. ...activities with prolonged interaction, especially without reflection time.	Don't crowd them. <b>Short dialogues</b> . Give time to process.	Independent projects. Classes that do not grade for verbal participation.	Jobs where you <b>don't need to talk</b> too much.
<b>High S</b> Loyal Patient Understanding	...quickly changing activity. ...chaotic classrooms. ...confusion/lack of clarity in instructions.	Be soft. Speak calmly. Be <b>patient</b> .	Well-defined expectations. Clear path to graduation/success.	Jobs with <b>stability</b> and clear expectations.
<b>Low S</b> Flexible Restless Impulsive	...monotonous classes. ...highly structured situations with minimal choice or flexibility.	Be spontaneous. <b>Show emotion</b> .	Flexible course work. Room for change and variety.	Jobs with a <b>variety of tasks</b> and adventure.
<b>High C</b> Precise Conscientious Cautious	...tasks and grading systems without clearly-defined expectations. ...risky situations.	Be <b>accurate</b> . Be factual. Be realistic.	Structured activities where quality matters. Classes with a detailed syllabus.	Jobs where <b>quality</b> and detail matter.
<b>Low C</b> Unsystematic Instinctive Avoids details	...assignments with lots of rules to follow. ...activities that demand quality and detail.	<b>Big picture</b> focus. Talk fast. Be casual.	Broad view. Low detail assignments. Few rules and structure.	Jobs with <b>freedom</b> from rules and micromanaging.